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ABSTRACT

This book provides practical guidance and examples for human resource development (HRD) specialists to use in the evaluation of their current career development programs and the design of new ones. "Issues in the Management of Careers" (Jerome Adams) provides a summary of each chapter and points out specific questions the chapter can answer. "Meshing Corporate and Career Development Strategies" (Robert F. Morrison) describes how the organizational strategy and career development system strategy interact. "A Strategic Appraisal of Organizational Rewards" (David L. Ford, Jr. and Rabi S. Bhagat) addresses the problem of incentives, disincentives, and barriers to career development. "Career Patterns: Mobility, Specialization, and Related Career Issues" (H. Dudley Dewhirst) focuses first on mobility, degree of specialization/diversity, and overall career pattern that results when the two are considered over a full career and then on more specific problems organizations face in facilitating the effectiveness of individuals over the full term of a career. "Career Transitions in Changing Times" (Frank J. Minor et al.) deals with career transitions and change. "Career Decision Making" (Nancy Hicks and Manuel London) examines how one makes career decisions, factors affecting decision processes, and actions people and organizations take to help make career decisions. "Twenty Questions: Research Needed to Advance the Field of Careers" (Douglas T. Hall) raises some ideas about critical questions around which the field might advance. Author and subject indexes are appended. (YLB)

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